



South Carolina Commission on Higher Education

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July 15, 2014

Memorandum

To: Mr. Hood Temple, Chair, and Members
Committee on Access & Equity and Student Services

From: Dr. Karen Woodfaulk, Director
Student Services Division

FY2014-2015 Appropriation Requests for EIA Funded Teacher Recruitment Projects

SC Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT)

Background

The General Assembly authorized the SC Commission on Higher Education (CHE) to award grants to the public and/or private colleges and universities to improve the recruitment of teacher education candidates, allocating \$236,000 in Education Improvement Act (EIA) funds for this purpose during the 1986 legislative session. In FY1986-87, appropriations to SC State University were made by the General Assembly to improve the recruitment of minority teacher candidates. Since FY1986-87, continuing appropriations to SC State University have been made, both through the Education Improvement Act (EIA) and General Fund. Since FY1990-91, appropriations for the SC Teacher Recruitment Center and the South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) at SC State University have been provided through EIA.

Beginning in FY1988-89, CHE was required, by a proviso in the General Appropriations Act, to “monitor the use” of these funds and to report on the “effectiveness of the programs” to the Senate and House Committee and to the EIA Select Committee. The FY1990-91 Appropriations Act included a more comprehensive proviso -- which instructed CHE to “ensure that all funds are used to promote teacher recruitment on a statewide basis...ensure the continued coordination of efforts among the... teacher recruitment projects... review the use of funds and... have prior program and budget approval.”

In FY2013-14, the proviso included for the teacher recruitment programs -- Part 1B Proviso 1A.9 (*SDE-EIA: XII.F.2-CHE/Teacher Recruitment*) -- directs allocation of EIA funds which flow through CHE to the programs. In FY 2013-14, the allocation for two state teacher recruitment programs which totals \$4,243,527. Of these funds, Proviso 1A.9 directs 92% or \$3,904,045 to CERRA and 8% or \$339,482 to SC-PRRMT. Of the funds directed to CERRA, \$3,045,155 (78%) is directed to Teaching Fellows and the remaining 22% (\$692,588) for other

CERRA programs, of which \$166,302 must be used for specific programs to recruit minority teachers.

The SC-PRRMT operates within the Department of Teacher Education at South Carolina State University. According to the University, the mission of this program is to increase the pool of minority teachers in the State by making education accessible to non-traditional students (teacher aides, technical college transfer students and career path changers) and by providing an academic support system to help students meet entry, retention, and exit program requirements. The program, according to the University, is authorized to establish and maintain Satellite Teacher Education Program sites in twenty-one geographic areas throughout the State.

The Chair of the Access & Equity and Student Services Committee and CHE staff met with SCSU officials on August 19, 2013. Information regarding the SC-PRRMT FY2014-15 proposed budget, personnel costs, and possible plans to recruit more students in the program were discussed at great length. SCSU officials agreed to review the proposed budget for possible ways to increase the number of students and sites. At its meeting on August 27, 2013, the Access & Equity and Student Services Committee expressed concerns about SC-PRRMT's cost per student, the limited geographical areas served by the program, and the low percentage of graduates meeting the goal of the program as outlined in the proviso. The Committee requested that SC State officials provide additional information about the program's personnel costs, costs per student, and number of graduates and critical subject and schools, as well as plans to expand the program. A revised FY2014-15 budget was submitted to the Access & Equity and Student Services Committee of the Commission as well as the SC-PRRMT Expansion Plan of Action and approved on September 24, 2013 and subsequently approved by the Commission on November 7, 2013. In order to receive approval for funding for FY2014-15, the Commission approved the Access & Equity and Student Services Committee's recommendation to place SC-PRRMT on conditional status. For future funding SC-PRRMT would provide a report to the Commission demonstrating the program's FY2013-14 outcome (s) to: 1) increase the number of students and graduates from the targeted population; and 2) increase the number of critical geographic sites (as provided by recruitment and retention data, as well as graduation data). The average cost per student and plans to expand in future years to increase the number of participants in the program and the number critical geographic sites around the State were to be reported to the Commission. A report on progress of the approved Expansion Plan was to be submitted to the Commission by the no later than June 30, 2014.

On May 21, 2014, Commission staff met with SC State University (SCSU) officials to review current progress in meeting the FY2013-14 goals as outlined in the SCPRRMT Expansion Plan. SCSU officials reported that the number of students participating in the program increased to 52 and thereby exceeded the projected goal of 40 students. However, only two geographic sites were established during FY 2013-14 - one site in St Stephen, Berkley County (which was not in the FY2013-14 Expansion Plan), and one site in Columbia (Richland School District One). SCSU officials explained that the infrastructure and facilities needed within the school districts or counties in order to establish a new site continued to be a challenge. However, SCSU officials expressed their commitment to work with school districts in Georgetown and Williamsburg Counties (as well as other school districts). Concerns were also expressed by SCSU officials about the number of geographic sites in the present Expansion Plan and stated that a new plan would be forthcoming. SC PRRMT submitted the SC PRRMT update on the approved Expansion Plan to the Commission on June 5, 2014.

The SC-PRRMT Expansion Plan approved by Commission provided three key areas to be addressed: 1) the average cost per student; 2) sites established per the Expansion Plan); and 3) plans to recruit more students at the established sites. According to the approved plan, SC-PRRMT would use the current FY2013-14 funding for four sites.

1. **Average cost per student** included tuition/fees and books (\$2964.76 for fall 2013 and \$1,620 for spring 2014); marketing and recruitment (\$40.00 + 33.33 + \$308.33 = \$381.66); and Praxis materials (\$360 for fall 2013 and \$471.25 for spring 2014).

Cost Analysis Per Student FY2013-2014

Fall 2013

Tuition Fees and Books/Educational Materials (30 students)	\$2,964.76
Marketing initiatives	40.00
Recruitment (Strategic Plan)	33.33
Recruitment (Selection Criteria)	308.33
Praxis I Preparation Sessions (15 Non-Traditional Students)	300.00
Praxis I Materials	60.00
TOTAL	\$3,706.42

Spring 2014

Tuition Fees and Books/Educational Materials (40 students)	\$1,620.00
Marketing initiatives	30.00
Recruitment (Strategic Plan)	25.00
Recruitment (Selection Criteria)	231.25
Praxis I Preparation Sessions (25 Non-Traditional Students)	180.00
Praxis I Materials	60.00
TOTAL	2,146.25

Average cost per student **\$5,852.67**

2. **Sites to be established per Expansion Plan:** Four sites were to be established by Spring 2014 in Berkley, Richland, Georgetown and Williamsburg Counties. According to the SC PRRMT, the FY2013-14 projected cost (salaries/fringes, technical support, travel, materials and administrative costs) for the Berkley site was \$14,490.06; \$7,808 at the Richland One site; \$4,455.54 at the Georgetown site: and \$4,369.22 at the Williamsburg site. The total costs for the four sites during FY2013-14 was projected to be \$31,122.82
3. **Plans to recruit more students:** As outlined in the SC-PRRMT's Expansion Plan, the objective to recruit 15 students in fall 2013 and 25 students during spring 2014 for a total of 40 students. The number of sites would increase each year beginning with four new sites in FY2013-14 (funding from current FY2013-14 budget), adding three additional sites in FY2014-15, three sites in FY2016-2017 and three sites in FY2017-18, thereby increasing the number of sites from one in FY2012-13 to 13 sites by FY2017-18. This expansion would increase the number of students by 20 each year. Classes were to be held at program sites in designated public schools and instructors would travel to the various sites to teach. In order to accomplish the Expansion Plan goals as approved, SC-PRRMT's strategy was to coordinate the sites with local districts, review transcripts of possible candidates, prepare schedules and contract with instructors with video conference and on-line instruction. The breakdown of costs per site for FY2013-14 (Berkeley = \$14,490, Columbia = \$7,808, Georgetown = \$4,455.54, Williamsburg = \$4,369.22) was provided in the approved Expansion Plan. The program, according to SC PRRMT would scale up to seven sites during FY2014-15, to include the sites established during FY2013-14.

	Location	Total Number of Enrollees for all PRRMT Sites (Increase of 20 students per year)	Proposed Cost Per Site (FY2013-14)
2013-2014	Berkley County Richland District One Georgetown County Williamsburg County	40	\$14,490.06 \$7,808.00 \$4,455.54 \$4,369.22
2014-2015	Richland District Two Fairfield County Florence County	+20	
2015-2016	Clarendon County Horry County Marion County Marlboro County	+20	
2016-2017	Beaufort County Hampton County Jasper County	+20	
2017 - 2018	Allendale County Bamberg County Barnwell County	+20	
Total		120	\$31,122.82

SC PRRMT FY2013-2014 Annual Report/Expansion Plan FY2015-16 Budget Request

The SC-PRRMT FY2013-14 Annual Report provided information regarding the program's objectives and outcomes as well as the FY2015-16 proposed budget. During FY2009-10, 34 students were enrolled in SC- PRRMT program. According to the 2013-14 Annual Report, during FY2010-11 the number of enrolled students decreased to 28. Twenty-seven students were enrolled during FY2011-12 and FY2012-13. For FY2013-2014, 52 students were enrolled in the program. During FY2009-10, of the nine participants who graduated, six of the graduates (67%) taught in state declared critical subject areas or schools. Ten SC-PRRMT students graduated in FY2010-11, and every graduate taught in state declared critical subject areas or schools (100%). Seven SC-PRRMT students graduated in FY2011-12, and all seven graduates taught in critical subject areas or schools. In FY2012-13, ten of the 12 graduates who participated in SC-PRRMT taught in critical subject areas or schools. For 2013-14, by the time of submission of the FY2013—14 Annual Report, all 14 graduates met certification requirements and five of the 14 graduates were teaching in critical subject areas.

While the number of students increased from 27 students in FY2012-14 to 52 students in FY2013-14 (**9 students** enrolled at the Berkley site and **11 students** enrolled at the Richland One site), the Georgetown and Williamsburg sites were not established. Thirty-two students enrolled at SC State University.

The proposed SC-PRRMT Expansion Plan submitted to the Commission on July 7, 2014 along with the FY2015-16 budget request includes a change in the projected sites to be established by FY1014-15 to include two sites already established in FY2013-14 (Berkley and Columbia- Richland One) and sites to be established in FY2014-2015 (Columbia- Richland Two, Georgetown, Williamsburg, Fairfield and Florence). The total costs for seven sites - \$97, 031 – are projected to remain the same as the Expansion Plan approved by the Commission and the projected increase in enrollment (20 students per year) are projected to remain the same.

SC-PRRMT FY2015-16 Budget Request \$339,482.00

Personnel Services

Program Manager (1)	
Program Recruiter (1)	
Adjunct Instructors (8)	
1. Salaries	\$ 119,053.04
2. Fringes	<u>\$ 25,289.17</u>
TOTAL	\$ 144,342.21

OTHER EXPENDITURES

Office Support	\$ 2,800.79
Postage	400.00
Telephone (WATS LINE)	500.00
Equipment & Maintenance	1,000.00
Printing	-0-
Newsletter/Annual Reports	
And other documents	
Forgivable Loans	182,039.00
Promotional Services	1,500.00
(TV Ad, Website, Promotional /Recruitment Materials)	
Intervention/Workshops for	1,500.00
Pre-service Teachers	
Travel	5,400.00
Regional meetings, Education	
Conferences, Partnership, CHE and EOC	
Meetings, and Recruitment Visitations and Exhibitions	
TOTAL OTHER EXPENDITURES	\$195,139.79
TOTAL PROJECT EXPENDITURES	\$339,482.00
TOTAL PROJECT APPROPRIATIONS	\$339,482.00

The FY2013-14 Annual Report noted that the Administrative I position was deleted from SC-PRRMT budget (Personnel Services) in FY 2013-14 to increase the Office Support, Equipment & Maintenance, Forgivable Loans, Promotional Services, Intervention and Travel budget line items to assist with the recruitment of non-traditional students to extend beyond the geographic areas served by SC-PRRMT. SCSU absorbed the cost for the Administrative I position.

The SC PRRMT recruitment efforts to increase the number of students in the program have resulted in an increase in the number of students. In FY2011-12 there were only seven graduates, which increased to 12 graduates in 2012-13. The program graduated 14 students in May 2014. At present, 15 seniors, 5 juniors, 3 sophomores and 6 freshmen participate in the program. Nine (9) students classified as Master of Teaching (MAT) graduate level students were included in the number of students enrolled in the program for FY2013-14. Thirty four of the 52 students were enrolled at SCSU. Although SC PRRMT "is authorized to establish and maintain Satellite Teacher Education Program sites in twenty-one geographic areas throughout the State," the FY2013-14 objective to increase the number of sites around the state (per the approved Expansion Plan) has not been met with only two of the four sites (Berkley and Richland One) in operation during FY2013-14 (9 students enrolled at the Berkley site and 11 students enrolled at the Richland One site). SC PRRMT's ability to meet its mission to increase the pool of teachers around the state by making education accessible to non-traditional students including cost per student, cost per graduate, and limited geographical expansion continues to be of grave concern.

The program's revision to the Expansion Plan will, according to SCSU officials, increase the number of sites to seven by FY2014-15 to include Berkley, Columbia-Richland One, Columbia-Richland Two, Georgetown, Williamsburg, Fairfield and Florence. However, the Expansion Plan, includes the statement "to expand to additional sites for FY2015-2016 and subsequent years, the program will need additional funding."

In light of the funding already provided to the program in FY2013-14 and given the conditional status placed on this program by CHE in November 2013, a review of the structure of SC-PRRMT, to include examination of program costs, sites, delivery of the program to critical areas around the state is recommended to determine ways to develop a comprehensive teacher recruitment plan as well as deliver teacher education programs for non-traditional students at off-campus sites. Other entities, including the Educational Oversight Committee, SC Department of Education, Center for Educator Recruitment Retention and Advancement should be included in the review of the statewide program.

Recommendation

Commission staff recommends to the Access & Equity and Student Services Committee a request to convene an overall review of the SC-PRRMT program to include the structure of SC-PRRMT, examination of program costs, sites, and delivery of the program to critical areas throughout the state to determine ways to further develop a comprehensive teacher recruitment program for non-traditional students at off-campus sites in the most cost-effective manner. Representative from the Educational Oversight Committee, SC Department of Education, and Center for Educator Recruitment Retention and Advancement should be included in the review of the statewide program. Pending the outcome(s) of the review and recommendations, the FY2015-16 proposed budget in the amount of \$339,482.00 will be considered by the Access & Equity and Student Services Committee